

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-290818	2/17/22

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com Services LLC		b. Tel. No. (888)892-7180
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Road, Bessemer, AL 35022-5497	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail
		h. Number of Workers Employed 50+
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse	j. Identify Principal Product or Service Retail fulfillment	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

Since about January 30, 2022, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by:

1. Conducting mandatory anti-union meetings where employees were told to specifically vote "no" for the union and threatened that if a union got them higher wages, it would take away from their benefits.
2. Granting benefits of double overtime pay during the same week that mail ballots went out for a union election.

3. (b) (6), (b) (7)(C) ng charge (If labor organization, give full name, including local name and number)

4a. (b) (6), (b) (7)(C)	4b. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or International labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)	statements are true to the best of my	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
(b) (6), (b) (7)(C)	(Print type name and title or office, if any)	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 2/17/22	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
401 W. Peachtree Street, NE
Suite 472
Atlanta, GA 30308

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858



Download
NLRB
Mobile App

February 17, 2022

(b) (6), (b) (7)(C)

Re: Amazon.com Services LLC
Case 10-CA-290818

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on February 17, 2022 has been docketed as case number 10-CA-290818. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner DAVID C. WATKINS whose telephone number is (629)800-6267. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer STACEE R. SMITH whose telephone number is (629)800-6266.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'LHenderson', with a long horizontal line extending to the right.

Lisa Y. Henderson
Regional Director

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

AMAZON.COM SERVICES LLC Employer
and
RETAIL, WHOLESALE AND DEPARTMENT STORE UNION Petitioner

CASE 10-CA-290818

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
AMAZON.COM SERVICES LLC, Employer

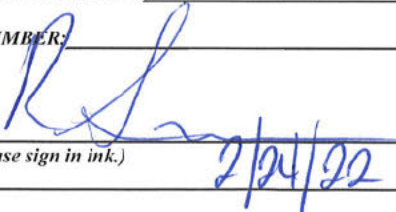
IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

C. Randolph Sullivan	
NAME:	_____
MAILING ADDRESS:	Hunton Andrews Kurth LLP, 951 East Byrd Street, Richmond, VA 23219
E-MAIL ADDRESS:	rsullivan@huntonak.com
OFFICE TELEPHONE NUMBER:	804-788-8399
CELL PHONE NUMBER:	_____
FAX:	804-788-8218
SIGNATURE:	
DATE:	2/24/22

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

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From: Watkins, David C
Sent: Tuesday, March 1, 2022 2:02 PM
To: (b) (6), (b) (7)(C)
Subject: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C),

My name is David Watkins and I have been assigned to investigate the charge you filed against Amazon. It appears to allege that the meetings conducted by the Employer are unlawful and that the Employer has granted overtime during the election.

The first step in the investigation process is for me to collect all of your evidence. If you have any documentary evidence, please go ahead and e-mail that to me. In addition, I will need to take a statement from you and any other witnesses you may have. Please let me know if you are available (b) (6), (b) (7)(C). I will be out of the office the week of March 7-11.

In your statement, we will cover everything that occurred at each of the meetings you allege are unlawful. Additionally, we will cover all knowledge, conversation, documents, etc you have about the Employer granting double overtime during the election.

Please let me know if you have any questions. Thank you.

David C. Watkins III
National Labor Relations Board
810 Broadway, Suite 302 | Nashville, TN 37203
Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

The NLRB is switching to mandatory electronic filing of all case documents (see [GC 20-01](#)).

E-file [Frequently Asked Questions](#) | E-file [Live Demo](#) | Report E-filing issues to e-filing@nrlb.gov or 1-844-762-6572

Confirmation of E-Filed documents will come from email address NLRBRegion10@nrlb.gov. E-Issued documents will come from email address e-service@service.nrlb.gov. Please add both to your email address book.

.

From: Watkins, David C
Sent: Friday, March 4, 2022 9:27 AM
To: (b) (6), (b) (7)(C)
Subject: RE: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C)

I have yet to hear back from you in response to the below e-mail about starting the investigation in your case. If you no longer wish to proceed in this case, please let me know by replying to this e-mail that you would like to withdraw the case. If you would like to proceed. Please let me know when you are available (b) (6), (b) (7)(C) to provide an affidavit and all other evidence in support of your case. Thank you.

David

From: Watkins, David C
Sent: Tuesday, March 1, 2022 1:02 PM
To: (b) (6), (b) (7)(C)
Subject: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C)

My name is David Watkins and I have been assigned to investigate the charge you filed against Amazon. It appears to allege that the meetings conducted by the Employer are unlawful and that the Employer has granted overtime during the election.

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From: (b) (6), (b) (7)(C)
Sent: Friday, March 4, 2022 3:31 PM
To: Watkins, David C
Subject: Re: Amazon Case 10-CA-290818

I'm sorry for the late response. (b) (6), (b) (7)(C) so my head has been all over the place. I'll be available (b) (6), (b) (7)(C). Not sure what all evidence I could provide, those meetings weren't recorded. I do have pay slips that shows us working OT and not getting paying DOT pay until the week ballots went out.

On Fri, Mar 4, 2022 at 8:27 AM Watkins, David C <David.Watkins@nlrb.gov> wrote:

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I have yet to hear back from you in response to the below e-mail about starting the investigation in your case. If you no longer wish to proceed in this case, please let me know by replying to this e-mail that you would like to withdraw the case. If you would like to proceed. Please let me know when you are available (b) (6), (b) (7)(C) to provide an affidavit and all other evidence in support of your case. Thank you.

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Subject: Amazon Case 10-CA-290818

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.

From: Watkins, David C
Sent: (b) (6), (b) (7)(C) 2022 8:33 AM
To: [REDACTED]
Subject: RE: Amazon Case 10-CA-290818
Attachments: Aff phone - (b) (6), (b) (7)(C), (b) (7)(D).pdf

(b) (6), (b) (7)(C), (b) (7)(D),

Thank you for taking time to talk to me (b) (6), (b) (7)(C). Attached is the affidavit I took from you. Please review it to make sure it is correct. If there is anything that needs correcting, please make the correction and initial by the change. Then please initial the bottom right corner of each page and sign and date the last page. If you have any questions or major changes let me know. You will then e-file your affidavit with the instructions below. Please e-file your affidavit by (b) (6), (b) (7)(C) 2022.

Go to : <https://apps.nlr.gov/myAccount/#/FileCaseDocument/TermsConditions>

- 1) Click "I accept"
- 2) Fill in the required fields and click "Continue as Guest" (You can create an account, but it often appears that people have issues creating an account.)
- 3) The case number is 10-CA-290818.
- 4) You will file it as an affidavit to the Region

Let me know if you have any questions.

David

From: (b) (6), (b) (7)(C), (b) (7)(D)
Sent: (b) (6), (b) (7)(C) 2022 11:54 PM
To: Watkins, David C <David.Watkins@nlrb.gov>
Subject: Re: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C) works good for me.

On (b) (6), (b) (7)(C) 2022 at 1:22 PM Watkins, David C <David.Watkins@nlrb.gov> wrote:

I am sorry about (b) (6), (b) (7)(C). I can only imagine how hard that can be.

The charge you filed alleges that the Employer 1) Conducted mandatory anti-union meetings where employees were told to specifically vote "no" for the union and threatened that if a union got them higher wages, it would take away from their benefits and 2) Granting benefits of double overtime pay during the same week that mail ballots went out for a union election.

In regard to the first allegation, you allege that unlawful comments were made at mandatory meetings. When we talk, we will cover everything you can recall from each meeting you allege unlawful comments were made. I understand that you may not recall everything that occurred during the meeting and do not have them recorded, but we do need to cover everything that you recall from the meetings. This includes when it occurred, where it occurred, who all you recall being present, who did the speaking, what was said, was there a Q&A session (if so what was asked and answered), and anything else you recall.

In regard to the allegation about granting double overtime, in addition to your paystubs, we will cover if they have ever paid double overtime in the past and any conversations where the Employer announced the double overtime and what they said about it.

I am available tomorrow morning at 9, tomorrow afternoon at 2, or Wednesday from 10-1. Let me know what works best for you. Thanks.

David

From: (b) (6), (b) (7)(C), (b) (7)(D) >
Sent: (b) (6), (b) (7)(C), 2022 2:31 PM
To: Watkins, David C <David.Watkins@nlrb.gov>
Subject: Re: Amazon Case 10-CA-290818

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On (b) (6), (b) (7)(C) 2022 at 8:27 AM Watkins, David C <David.Watkins@nlrb.gov> wrote:

(b) (6), (b) (7)(C)

I have yet to hear back from you in response to the below e-mail about starting the investigation in your case. If you no longer wish to proceed in this case, please let me know by replying to this e-mail that you would like to withdraw the case. If you would like to proceed. Please let me know when you are available (b) (6), (b) (7)(C) to provide an affidavit and all other evidence in support of your case. Thank you.

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National Labor Relations Board

[810 Broadway, Suite 302 | Nashville, TN 37203](#)

Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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From: Watkins, David C
Sent: (b) (6), (b) (7)(C) 2022 5:22 PM
To: (b) (6), (b) (7)(C)
Subject: RE: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C),

I have not received your affidavit via efilg. Per the e-mail below, it was due (b) (6), (b) (7)(C). I will need you to efile your affidavit, per the below instructions, by noon, Thursday, (b) (6), (b) (7)(C) 2022, otherwise your charge will be subject to dismissal for lack of cooperation. Please let me know if you have any questions.

David

From: Watkins, David C
Sent: (b) (6), (b) (7)(C) 2022 7:33 AM
To: (b) (6), (b) (7)(C)
Subject: RE: Amazon Case 10-CA-290818

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Subject: Re: Amazon Case 10-CA-290818

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National Labor Relations Board

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Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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E-file [Frequently Asked Questions](#) | E-file [Live Demo](#) | Report E-filing issues to e-filing@nrlb.gov or 1-844-762-6572

Confirmation of E-Filed documents will come from email address NLRBRegion10@nrlb.gov. E-Issued documents will come from email address e-service@service.nrlb.gov. Please add both to your email address book.

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From: Watkins, David C
Sent: Friday, April 1, 2022 11:30 AM
To: (b) (6), (b) (7)(C)
Subject: RE: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C),

Ol have tried to call you but your did not answer and your voicemail was full. Unfortunately, since you have not returned your affidavit, on Monday I will have to report that to the Region and they will likely dismiss your case for lack of cooperation. In order to avoid that from occurring, please e-file your affidavit before Sunday evening. Thank you.

David

From: Watkins, David C
Sent: (b) (6), (b) (7)(C), 2022 4:22 PM
To: (b) (6), (b) (7)(C)
Subject: RE: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C)

I have not received your affidavit via efilng. Per the e-mail below, it was due (b) (6), (b) (7)(C). I will need you to efile your affidavit, per the below instructions, by noon, (b) (6), (b) (7)(C), 2022, otherwise your charge will be subject to dismissal for lack of cooperation. Please let me know if you have any questions.

David

From: Watkins, David C
Sent: (b) (6), (b) (7)(C) 2022 7:33 AM
To: (b) (6), (b) (7)(C)
Subject: RE: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C)

Thank you for taking time to talk to me (b) (6), (b) (7)(C). Attached is the affidavit I took from you. Please review it to make sure it is correct. If there is anything that needs correcting, please make the correction and initial by the change. Then please initial the bottom right corner of each page and sign and date the last page. If you have any questions or major changes let me know. You will then e-file your affidavit with the instructions below. Please e-file your affidavit by (b) (6), (b) (7)(C), 2022.

Go to : <https://apps.nlr.gov/myAccount/#/FileCaseDocument/TermsConditions>

- 1) Click "I accept"
- 2) Fill in the required fields and click "Continue as Guest" (You can create an account, but it often appears that people have issues creating an account.)
- 3) The case number is 10-CA-290818.
- 4) You will file it as an affidavit to the Region

Let me know if you have any questions.

David

From: (b) (6), (b) (7)(C)
Sent: (b) (6), (b) (7)(C), 2022 11:54 PM
To: Watkins, David C <David.Watkins@nlrb.gov>
Subject: Re: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C) works good for me.

On (b) (6), (b) (7)(C) at 1:22 PM Watkins, David C <David.Watkins@nlrb.gov> wrote:

I am sorry about (b) (6), (b) (7)(C). I can only imagine how hard that can be.

The charge you filed alleges that the Employer 1) Conducted mandatory anti-union meetings where employees were told to specifically vote "no" for the union and threatened that if a union got them higher wages, it would take away from their benefits and 2) Granting benefits of double overtime pay during the same week that mail ballots went out for a union election.

In regard to the first allegation, you allege that unlawful comments were made at mandatory meetings. When we talk, we will cover everything you can recall from each meeting you allege unlawful comments were made. I understand that you may not recall everything that occurred during the meeting and do not have them recorded, but we do need to cover everything that you recall from the meetings. This includes when it occurred, where it occurred, who all you recall being present, who did the speaking, what was said, was there a Q&A session (if so what was asked and answered), and anything else you recall.

In regard to the allegation about granting double overtime, in addition to your paystubs, we will cover if they have ever paid double overtime in the past and any conversations where the Employer announced the double overtime and what they said about it.

I am available tomorrow morning at 9, tomorrow afternoon at 2, or Wednesday from 10-1. Let me know what works best for you. Thanks.

David

From: (b) (6), (b) (7)(C)
Sent: (b) (6), (b) (7)(C) 2022 2:31 PM

To: Watkins, David C <David.Watkins@nrlb.gov>

Subject: Re: Amazon Case 10-CA-290818

I'm sorry for the late response (b) (6), (b) (7)(C) ago so my head has been all over the place. I'll be available (b) (6), (b) (7)(C). Not sure what all e, those meetings weren't recorded. I do have pay slips that shows us working OT and not getting paying DOT pay until the week ballots went out.

On Fri, Mar 4, 2022 at 8:27 AM Watkins, David C <David.Watkins@nrlb.gov> wrote:

(b) (6), (b) (7)(C)

I have yet to hear back from you in response to the below e-mail about starting the investigation in your case. If you no longer wish to proceed in this case, please let me know by replying to this e-mail that you would like to withdraw the case. If you would like to proceed. Please let me know when you are available (b) (6), (b) (7)(C) to provide an affidavit and all other evidence in support of your case. Thank you.

David

From: Watkins, David C

Sent: Tuesday, March 1, 2022 1:02 PM

To: (b) (6), (b) (7)(C)

Subject: Amazon Case 10-CA-290818

(b) (6), (b) (7)(C)

My name is David Watkins and I have been assigned to investigate the charge you filed against Amazon. It appears to allege that the meetings conducted by the Employer are unlawful and that the Employer has granted overtime during the election.

The first step in the investigation process is for me to collect all of your evidence. If you have any documentary evidence, please go ahead and e-mail that to me. In addition, I will need to take a statement form you and any other witnesses you may have. Please let me know if you are available (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). I will be out of the office the week of March 7-11.

In your statement, we will cover everything that occurred at each of the meetings you allege are unlawful. Additionally, we will cover all knowledge, conversation, documents, etc you have about the Employer granting double overtime during the election.

Please let me know if you have any questions. Thank you.

David C. Watkins III

National Labor Relations Board

[810 Broadway, Suite 302 | Nashville, TN 37203](#)

Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 10
401 W. Peachtree Street, NE
Suite 472
Atlanta, GA 30308

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858

April 11, 2022

(b) (6), (b) (7)(C)

Re: Amazon.com Services LLC
Case 10-CA-290818

Dear (b) (6), (b) (7)(C)

We have carefully considered your charge that Amazon.com Services LLC has violated the National Labor Relations Act.

Decision to Dismiss: In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

On (b) (6), (b) (7)(C), 2022, the Board agent emailed you requesting you return your signed affidavit. On April 1, 2022, the Board agent called you but could not leave a message because your voicemail was full. Further, on April 1, 2022, the Board agent emailed you stating that you need to return your signed affidavit by April 3, 2022, or your charge could be dismissed. However, you have not returned your signed affidavit.

As outlined in Section 10054.1(a) of the Board's Unfair Labor Practice Casehandling Manual, it is the responsibility of the charging party to comply with the Board agent's requests to, among other things, meet with the Board agent at a reasonable time, fully cooperate in the preparation of an affidavit(s) by a Board agent, and provide all relevant documents within the charging party's possession.

If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlr.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlr.gov. If you require additional assistance with E-Filing, please contact e-Filing@nlrb.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **April 25, 2022**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than April 24, 2022. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before April 25, 2022**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after April 25, 2022, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,



LISA Y. HENDERSON
Regional Director

Enclosure

cc:

(b) (6), (b) (7)(C)
Amazon.com Services LLC
975 Powder Plant Rd
Bessemer, AL 35022-5497

Robert T. Dumbacher, Attorney
Hunton Andrews & Kurth LLP
600 Peachtree Street, NE, Suite 4100
Atlanta, GA 30308-2217

C. Randolph Sullivan, Attorney
Hunton Andrews Kurth LLP
951 East Byrd St
Richmond, VA 23219-4074

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

E-FILING TO APPEALS

1. **Extension of Time:** This document is used when the Charging Party is asking for more time to efile an Appeal.
 - If an Extension of Time is e-filed, and there are additional documents to be e-filed simultaneously with it, please e-file those documents under the selection **Correspondence**.
 - After an Extension of Time has already been e-filed, any **additional** materials to add to the Extension of Time should be e-filed under **Correspondence**.
2. **File an Appeal:** If the Charging Party does not agree with the Region's decision on the case, an Appeal can be e-filed.
 - Only **one (1) Appeal** can be e-filed to **each** determination in the Region's decision letter that is received.
 - After an Appeal has been e-filed, any **additional** materials to add to the Appeal should be e-filed under **Correspondence**.
3. **Notice of Appearance:** Either party can e-file a Notice of Appearance if there is a new counsel representing one side or a different counsel.
 - This document is only e-filed with the Office of Appeals after a decision has been made by the Region.
 - This document can be e-filed **before** an Appeal is e-filed.
4. **Correspondence:** Parties will **select** Correspondence when adding documents or supplementing the Appeal or Extension of Time.
 - Correspondence is used to e-file documents **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
5. **Position Statement:** The Charging Party or Charged Party may e-file a Position Statement.
 - The Charging Party will e-file this document as a supplement of the Appeal.
 - The Charged Party will specifically file one to support the Region's decision.
 - This document should be e-filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
6. **Withdrawal Request:** If the Charging Party decides to no longer pursue their appeal, he/she can e-file a Withdrawal Request to the Office of Appeals.
 - This document should be e-Filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.



7. The selections of **Evidence** or **Other** should no longer be used.

Case Name: Amazon.com Services LLC
Case No.: 10-CA-290818
Agent: Field Examiner DAVID C. WATKINS

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
3/1/2022	CP (b) (6), (b) (7)(C)	Email	Reached out to CP
3/4/2022	CP (b) (6), (b) (7)(C)	E-mail	Reached out to CP again.
3/3/2022	CP (b) (6), (b) (7)(C)	E-mail	CP (b) (6), (b) (7)(C) replied.
(b) (6), (b) (7)(C)			
4/1/2022	CP (b) (6), (b) (7)(C)	Phone	Called CP and no answer. Could not leave a VM because it was full.
4/1/2022	CP (b) (6), (b) (7)(C)	E-Mail	Sent CP another email about aff